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| **Role title** | **Substation Groundworker** |
| **Section** | **ENWS Grounds Maintenance**  |
| **Directorate** | **Operations** |
| **Reports to** | **ENWS Grounds Maintenance Team Leader** |
| **Date** | **January 2023** |

**Purpose of the role**

To deliver high standard, time effective and cost-effective Grounds Maintenance work on ENW assets to ensure all sites are kept in a safe, tidy and operational condition at all times.

**Knowledge, Skills and Experience**

* Have an excellent knowledge of ENW safety policy and procedures - Training will be provided
* Have knowledge of any other policies and procedures relevant to the role
* Provide excellent customer service for internal and external customers
* Keep up to date/ Relevant for job role in line with industry best practice
* Be experienced and undertake any training required with regards to any powered tools/machinery needed to undertake the role
* Be able to carry out on site risk assessments of working area (POWRA)
* Ability to plan own working day to ensure work is done efficiently
* Carry out work within SLA (7 Days Customer Complaint 14 Days Engineer Request)
* Report/Submit near misses to support company’s proactive health and safety culture
* Promote the accurate and timely provision of management information to drive continuous improvement.
* Display the company’s core purpose and principles
* Assist in delivery of any work streams as needed (Pest Control, TOS, Minor Civil etc)
* Attend any relevant training to assist in other GM workstreams (Pest Control, TOS, Minor Civil etc)
* Attend initial/refresher training courses to keep up to date authorisations to undertake role
* Attend monthly Team & Safety briefs with line manager

**Dimensions of the role**

* Member of the ENWS Grounds Maintenance Team
* Delivery of ENWS Grounds Maintenance Team Substation weed & cleans, welfare maintenance, pest control and depot maintenance.
* All work to be carried out in SLA

**Key measures and targets *(Performance Indicators)***

* Ensure all outputs are delivered
* Health and Safety performance
* Ensure we do not exceed SLA’s on Customer Complaints or Safety issues

**Key relationships *(Internal & External)***

* ENWS GM Programme Co-ordinator
* ENWS GM Biodiversity and weed control specialist
* ENWS GM DM
* ENWL Civils
* ENWL Customer Services
* Land Rights & Consents
* Training Academy

**Knowledge and skills *(e.g. Specific industry or technical / professional / educational qualifications, key competencies, skills, behaviours or experience needed to satisfy full requirements of the role)***

* H100 Authorisation – Essential – Training will be provided
* Emergency First Aid at Work – Essential - Training will be provided
* All Substation Groundworker basic competencies – Essential - Training will be provided
* Strimmer Course (NPTC or Lantra) Training will be provided -
* Mower Course (NPTC or Lantra) Training will be provided
* Hedgecutter Course (NPTC or Lantra) Training will be provided
* PA1 & PA6 (NPTC) Training will be provided

**Behaviours**

You will also demonstrate the following behavioural competencies:

* Thinking - Forward thinking
* Thinking - Customer understanding
* Thinking - Analytical thinking
* Influencing - Concern for impact
* Influencing - Interpersonal awareness
* Achieving - Results focus
* Achieving - Concern for excellence
* Achieving - Initiative
* Self-Managing - Tenacity
* Self Managing - Independence
* Self Managing - Flexibility